

SAMANTHA E. TOWER, ESQ.
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ARBITRATION AND MEDIATION EXPERIENCE

Full-time Labor and Employment Arbitrator/Mediator

Media, PA

Panels

**US Steel Corporation and United Steelworkers
USPS/NPMHU Regular Contract Panel, Regular Discipline Panel
USPS/NRLCA Regular Contract Panel, Regular Discipline Panel
State of Connecticut and Connecticut State Police Union NP-1
Denver City Council Panel of Arbitrators**

Rosters

**AAA Roster of Labor Arbitrators; Federal Mediation and Conciliation Service
Roster of Arbitrators; National Mediation Board Roster of Arbitrators; AAA
Workplace Investigation Roster; Pennsylvania Bureau of Mediation; Pennsylvania
Labor Relations Board; Delaware Public Employment Relations Board; District of
Columbia Public Employment Relations Board; New Jersey Public Employment
Relations Commission; New Jersey Board of Mediation; Virgin Islands Public
Employees Relations Board; Labor Relations Connection**

OTHER PROFESSIONAL EXPERIENCE

City of Boston

Boston, MA
2006-2013

• *Deputy Director of Labor Relations*

In addition to continuing to perform the duties listed below under Labor Counsel - Managed attorneys and support staff in the Office of Labor Relations. Participated in Department Head and Cabinet level meetings related to collective bargaining. Managed case flow to outside counsel.

• *Labor Counsel*

Labor Counsel in the Office of Labor Relations that handles collective bargaining, impact bargaining, and contract administration for twenty-one (21) unions. Represented the City in arbitration with public safety and civilian unions before labor arbitrators and in litigation before the Civil Service Commission and the Division of Labor Relations. Lead negotiator/spokesperson at several tables in the main table collective bargaining of three-year contracts. Lead negotiator/spokesperson in impact bargaining regarding layoffs, bumping, job descriptions, and schedule changes. Served as a hearing officer in disciplinary hearings, wrote findings and recommendations to the Appointing Authority. Participated in the mediation of unfair labor practice charges and bargaining impasse. Advised Departments in the administration of

collective bargaining agreements. Conducted employment investigations, including interviewing witnesses, writing findings and recommendations. Participated in budget planning for departments and assessed the labor implications of restructuring operations. Mediated disputes between unions and Department Heads or supervisors. Created training programs and trained managers and supervisors in various departments in contract administration, progressive discipline, past practice and negotiation.

Law Offices of Paul H. Merry
Associate

Boston, MA
2005 - 2006

Associate with employment law firm representing employees. Represented clients in proceedings before the Massachusetts Commission Against Discrimination and the Massachusetts Unemployment Board.

Malakoff Doyle & Finberg, P.C.
Law Clerk

Pittsburgh, PA
2004 – 2005

Law Clerk in firm representing plaintiffs in class action litigation of ERISA disputes.

INTERNSHIPS

Federal Mediation and Conciliation Service

Pittsburgh, PA
2002 – 2003

Senator Rockefeller's Office

Washington, DC
1999

EDUCATION

University of Pittsburgh School of Law
Juris Doctor

Pittsburgh, PA
May 2004

University of Vermont
Bachelor of Arts in English

Burlington, VT
December 1998

PROFESSIONAL AFFILIATIONS

National Academy of Arbitrators
Labor and Employment Relations Association
Massachusetts Bar Association